



The “Go To” Organizational Goal

	Management Honesty	Upward Communication	Organizational Support
Focus	Employees can rely on management to be honest and to do the right thing	Management is effective at encouraging innovation and taking employee issues up the chain of command.	Management helps with pressures affecting employees' capacity to get their job done.
Skills	Ensuring people are clear about the information being communicated.	Seeking and acting on feedback from others.	Removing organizational obstacles to performance.
Results	Employees receive sufficiently thorough and direct communication on issues that are important to them.	Employees feel free to fully raise and debate their opinions without a concern that it impacts their career.	Smooth running processes and personal recognition help employees get their job done well.